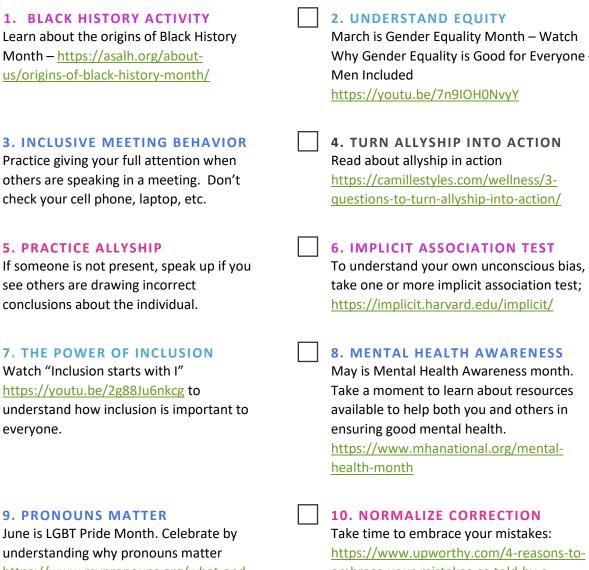
DETROIT BAR ASSOCIATION 22 IN **DIVERSITY & INCLUSION CHALLENGE**

The Detroit Bar Association Diversity & Inclusion Committee invite you to continue the activities and practices we started last year. To accept the challenge, please email: jvanhove@detroitlawyer.org. You will be invited to participate in virtual meetings where we will check in on our progress and learnings.





https://www.mypronouns.org/what-andwhy and add your preferred pronouns to vour LinkedIn profile

Why Gender Equality is Good for Everyone -

embrace-your-mistakes-as-told-by-awrongologist

DETROIT BAR ASSOCIATION **22 IN 22** DIVERSITY & INCLUSION CHALLENGE



11. EMPATHY VS SYMPATHY Understand the difference between empathy and sympathy by watching

https://voutu.be/KZBTYViDPIQ

13. NAMES MATTER

Understand the impact of improperly pronouncing someone's name <u>https://www.bbc.com/worklife/article/2</u> 0210108-the-signals-we-send-when-weget-names-wrong

15. ABILITY AWARENESS

October is disability awareness month. Try to navigate your day without using any stairs. Take note where ramps or elevators are not easily accessible.

17. INCLUSIVE LANGUAGE Learn how to use and promote inclusive language in your organization <u>https://blog.hubspot.com/marketing/incl</u> <u>usive-language</u>

19. AMERICAN HISTORY TRIVIA Test your knowledge of "American" history by taking one of 21 Black History quizzes <u>https://www.proprofs.com/quiz-</u> <u>school/topic/black-history</u>

21. HUMANIZE DISAGREEMENT Learn how to talk to people you "really" don't agree with http://t.ted.com/aMrBXZv **11. POWER OF STORYTELLING** Simply <u>listen</u> to another's experience of exclusion in the legal profession, remembering to use empathy.

14. COFFEE & CONVERSATIONS Schedule a 15-minute coffee chat with someone in your organization you have not previously engaged with socially; consider discussing "<u>Coffee & Conversations:</u> <u>Inclusion and Belonging</u>" by Zenell Brown¹

16. INCLUSIVE MEETING BEHAVIOR While in a meeting, purposefully solicit feedback from everyone in attendance (i.e. "We haven't heard from James yet. What are your thoughts?")

18. ELIMINATE RACIST EUPHEMISMS Examine sayings you use to ensure they don't have racist undertones <u>https://bestlifeonline.com/offensive-</u> <u>sayings/</u>

20. INCLUSION ASSESSMENT Perform an inclusion assessment for your organization; discuss the inclusion assessment with a co-worker.

22. INCLUSIVE HOLIDAYS

Learn more about how to make your holiday celebrations more inclusive https://www.shrm.org/hr-today/news/hrmagazine/1118/pages/how-to-makeholiday-celebrations-more-inclusive.aspx

¹ Full disclosure: This book was written by Diversity & Inclusion Committee Co-Chair Zenell Brown. This addition was proposed by other Committee Members and she humbly agreed to let us share her accomplishment with you.